

**(U) Ask Zelda: 40 Winks at Work**

FROM: 'Zelda,' Dispenser of Advice for SIGINTers on Workplace Issues

Run Date: 07/06/2011

(U) The entire text below is unclassified.



Dear Zelda,

We have an employee who sleeps 15-30 minutes every couple of hours at her desk. This individual is detailed to our office. Our management knows about the sleeping but yet does nothing - doesn't get in touch with her management. It would be nice if all of us could take a "nap" at our desks throughout the day but it's against policy - at least I thought it was. Any suggestions on what can be done since management wants no involvement?

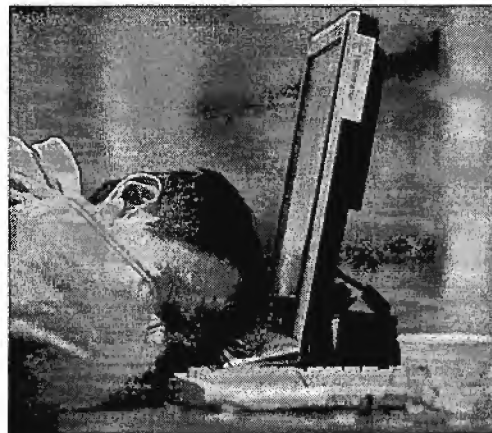
Sincerely,

Sleepy's co-worker

Dear Wide Awake,

Boy, not since Kindergarten have I heard of such a practice. And even then, it was only one nap per day. I'm curious - do these power naps really work, like the Energizer Bunny getting recharged? Is "Sleepy" super-productive after these mini snoozes?

You mention that your management knows about the daily dozing and yet does nothing. Since I like to give people the benefit of the doubt, perhaps there is a reason why they are doing nothing about it. Maybe this person has a medical condition that causes her to fall asleep every few hours, and your management is aware of this and is therefore accepting of the behavior.



Whether the nodding off is a result of a sleep disorder, working two jobs to make ends meet, stress-induced insomnia, or profuse partying, my suggestion is to bring Sleepy's behavior to your management's attention -- even though you think they already know. (It's always safest not to assume.) This can do one of two things: either guilt your supervisor into taking corrective action or provide you with an explanation.

He might tell you that he is currently addressing the issue. (If done correctly, you would not be aware of a counseling session between your supervisor and Sleepy.) Although the supervisor is not at liberty to divulge personal information on a medical condition (if it is that), he can tell you that he is aware of the napping and that there is a valid reason why he's permitting this behavior to continue. Your direct approach will allow him to see that his seeming lack of action is causing confusion and discontent

among his workforce, and might prompt him to make alternate arrangements (such as directing Sleepy to go to the Medical Center for her naps).

As a reminder to supervisors out there, ignoring a problem in the workplace does not make it go away; it simply compounds it. By not taking immediate corrective action, you risk the chance of creating a morale problem among your "good" employees. Sure, it can be unpleasant and even difficult to confront these things head on, but direct reports will appreciate it and gain respect for a supervisor who recognizes inappropriate behavior and puts an end to it. Being in management can be draining at times, but that's no reason to shirk your responsibilities. You can always take a well-deserved nap -- once you get home.

*Edits*

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